

Director of Diversity, Equity, and Inclusion

Governor Ralph Northam is committed to addressing racial, disability, and gender-based inequities in formal and informal policies and practices in Virginia state government. In order to effectively address the disparities that have historically and systematically impacted communities of color and other underrepresented communities, it is necessary for Virginia to employ a Director of Diversity, Equity, and Inclusion (Director).

The role of the Director is to serve as the chief advancement officer of diversity, equity, and inclusion in the Commonwealth of Virginia—to develop a sustainable framework for the continued promotion of inclusive practices across Virginia state government; to develop a measurable, strategic plan to identify and address systemic inequities in formal and informal policies and practices within Virginia government; and to work in collaboration with the Virginia Department of Human Resource Management, Virginia Department of Aging and Rehabilitative Services, and other related agencies for the continued promotion of inclusive recruitment, hiring, and retention practices across Virginia state government. In doing so, the Director will approach his/her efforts through a focused lens of policy, practice, and pipeline. The Director will report directly to the Governor and Chief of Staff.

RESPONSIBILITIES INCLUDE:

- Identifying, in collaboration with the Governor's Cabinet and staff, a statewide assessment of systemic inequities in formal and informal policies and practices in Virginia state government;
- Leading, in coordination with the Governor's administration, the design, development, implementation, and oversight of a comprehensive framework aimed at addressing systemic inequities in formal and informal policies and practices; to include the creation of the Virginia Office of Diversity, Equity, and Inclusion;
- Providing guidance to state agency leadership on the effective implementation of transformation within the agency;
- Identifying and guiding, in collaboration with the Governor's Chief of Staff, additional staff support for the Virginia Office of Diversity, Equity, and Inclusion;
- Leading a statewide assessment of inequitable formal and informal policies and practices in the Commonwealth of Virginia, including, but not limited to, state government;
- Identifying ways to incorporate internal and external stakeholder ideas and feedback into formal and informal policy and practice changes making them more inclusive and equitable;
- Identifying ways to diversify Virginia's workforce; and
- Promoting diversity and fostering an inclusive environment throughout state government where employees feel a sense of belonging.

QUALIFICATIONS:

- Bachelor's degree required. Master's degree or higher preferred;
- At least 8 years of experience to include but not limited to communications, human resources, diversity and inclusion, and other relevant experience;
- Demonstrated knowledge of Virginia state government;
- Understanding of systemic and institutional bias;
- Ability to influence culture and behavior change, collaborate, and work adeptly across management levels;
- Demonstrated success with assessing and connecting business strategies and diversity and inclusion;
- Excellent written and verbal communication skills to include strong platform and presentation skills;
- Demonstrated emotional intelligence and interpersonal skills; ability to influence an outcome across all levels through a consultative method; ability to work independently and effectively as a leader or member of a team; ability to manage conflict and effectively build consensus across various points of view; strong commitment to client-focused, relationship-based service;
- Understanding of organizational change management, project management, and process improvement skills; and
- Ability to balance strategic thinking with tactical implementation to achieve results; ability to prioritize and manage multiple complex initiatives and projects serving various audiences.

TO APPLY:

This position will be filled as a Governor appointment serving at-will. To be considered, please send a cover letter, resume, and professional references to DEIdirector@governor.virginia.gov. Resumes will be accepted until the position is filled.

Benefits offered to individuals in appointed positions include the following: 30 days of paid time off each year; parental leave; health care insurance; flexible spending accounts; group life insurance; retirement benefits through the Virginia Retirement System. Compensation will be commensurate with experience.

The Commonwealth of Virginia is an Equal Opportunity Employer

It is the policy of the Commonwealth of Virginia to prohibit discrimination on the basis of race, sex, color, national origin, religion, sexual orientation, gender identity, age, veteran status, political affiliation, genetics, or disability in the recruitment, selection, and hiring of its workforce.